

ANNUAL
REPORT

State of North Dakota

*BOARD
OF
NURSING*



July 1, 2005 – June 30, 2006

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NORTH DAKOTA BOARD OF NURSING

ANNUAL REPORT

2005-2006

MISSION STATEMENT

The mission of the North Dakota Board of Nursing is to assure North Dakota citizens quality nursing care through the regulation of standards for nursing education, licensure and practice.

Approved 5/91; 9/93; 11/95.

GOAL STATEMENTS

The North Dakota Board of Nursing will:

1. Encourage and promote the use of technology to provide access to licensure information.
2. Communicate the benefits of nursing regulation for public health, safety and welfare.
3. Develop legislative strategies to impact public policy.
4. Allow nurses to assume evolving roles while maintaining standards.
5. Bring congruence between graduate competence and the requirements of the practice environment.

VISION

The North Dakota Board of Nursing (Board) works creatively to address the public's need for safe and competent nursing practice. It accomplishes these actions through:

1. Openness to innovative approaches to regulation,
2. Monitoring and analyzing trends and changes in health care and regulation and
3. Anticipates planned changes in nursing regulation.

2005-2006 MEMBERS OF THE NORTH DAKOTA BOARD OF NURSING

Claudia Dietrich, R.N. President
JoAnn Sund, RN, Vice-President
Roxane Case, Public Member, Treasurer
Nelson Benson, RN
Donna Hagle, R.N.
Helen Melland, R.N.,
Renee Olson, L.P.N.
Metta Schell, L.P.N.
Mary Tello-Pool, L.P.N.

Mandan, ND
Fargo, ND
Fargo, ND
Bismarck, ND
Minot, ND
Grand Forks, ND
Grand Forks, ND
Towner, ND
Bismarck, ND

The Board of Nursing held six regular board meetings during 2005-2006. Minutes of board meetings are available on the web site at www.ndbon.org or by subscription.

The North Dakota Century Code 43-12.1-08 provides for the following duties of the Board of Nursing:

43-12.1-08. DUTIES OF THE BOARD. The board shall regulate the practice of nursing. Regulation of the practice of nursing must ensure that a person may not practice or offer to practice nursing or use titles of advanced practice registered nurse, specialty practice registered nurse, registered nurse, licensed practical nurse, or unlicensed assistive person, or titles of a similar nature which denote the practice of nursing to the general public unless licensed or registered as provided in this chapter.

1. Enforce this chapter.

2. Adopt rules necessary to administer this chapter after collaborating and consulting with North Dakota nursing associations and other affected parties.

No rules were promulgated by the board in 2005-2006.

The Board staff and members were members of the following task forces in 2005-2006:

- NCSBN Commitment to Excellence Advisory Panel
- NCSBN Executive Officers Network
- NCSBN Practice Breakdown Task Force
- NCSBN Item Review Subcommittee
- Prescriptive Authority Committee includes North Dakota Board of Medication Examiners and North Dakota Board of Pharmacy.
- National Council of State Boards of Nursing, Director at Large

3. Appoint and employ a registered nurse to serve as executive director and approve any additional staff positions necessary to administer this chapter.

During the fiscal year 2005-2006 the Board of Nursing staff included the following persons:

Constance Kalanek PhD, RN	Executive Director
Karla Bitz, PhD, RN	Associate Director
Patricia Hill, BSN, RN	Assistant Director for Practice and Discipline
Linda Shanta, MSN, RN	Associate Director for Education
Julie Schwan	Administrative Services Coordinator I
Gail Rossman	Data Processing Information Specialist II
Sally Bohmbach	Administrative Assistant II
Brian Bergeson	Special Assistant Attorney General for the ND Board of Nursing

4. Establish fees and receive all moneys collected under this chapter and authorize all expenditures necessary to conduct the business of the board. Any balance of fees after payment of expenditures must be used to administer this chapter.

Fees for the 2005-2006 fiscal year were as follows:

Biennial Renewal of License Fee	RN	\$90.00
	LPN	\$80.00
Licensing Examination Fee	RN	\$110.00
	LPN	\$110.00
Licensing Endorsement Fee	RN	\$110.00
	LPN	\$110.00
RN Advanced Practice License Application Fee		\$100.00
Prescriptive Authority Initial Application Fee		\$50.00

RN Advanced Practice Biennial Renewal Fee	\$40.00
Prescriptive Authority Biennial Renewal Fee	\$50.00
Verification of License Fee	\$15.00
Duplicate License	\$10.00
Transcripts for Graduates of Closed Nursing Programs	\$10.00
Change of Name Affidavit	\$15.00
School Survey Fee	\$500.00
CE Approval for contact hours (CH)	\$25.00/1 CH
	\$75.00/3-9 CH
	\$100.00/10 + CH
Administrative Code (Blue Book)	\$20.00
Unlicensed Assistive Person Registry App	\$15.00
Unlicensed Assistive Person Renewal Application	\$15.00
Medication Assistant Application	\$20.00
Unlicensed Assistive Person Duplicate Card or Name Change	\$5.00
NNAAP Testing Fee	\$110.00
Database lists	\$50.00 RNs
	\$20.00 LPNs
	\$15.00 APRNs
	\$12.00 Pres Auth
Photocopies	.05 per page

The Board of Nursing develops an annual budget for receipts and expenditures. A statement of the receipts and expenditures for 2005-2006 is found in Appendix II. An audit of the receipts and expenditures is performed at the end of each fiscal year and submitted by the auditor to the Governor's office. Complete audit reports are available for review at the board office.

5. Collect and analyze data regarding nursing education, nursing practice, and nursing resources.

See NDCC 43-12.1-08.2 Nursing Needs Study.

6. Issue and renew limited licenses to individuals requiring accommodation to practice nursing.

NDAC chapter 54-02-09 related to a limited license became effective September 1, 1996. No one has applied for a limited license for the fiscal year 2005-2006.

7. Establish confidential programs for the rehabilitation of nurses with workplace impairments.

The Nurse Advocacy Program, a monitored rehabilitation program for nurses with workplace impairments, was initiated in July 1991 as a special project. The 1995 revision of the Nurse Practices Act legitimized it as a formal program administered by the Board. A Nurse Advocacy Program Committee of the Board of Nursing reviews and recommends policy to the board. Effective April 1, 2004, the Nurse Advocacy Program was renamed the Workplace Impairment Program. Members of the committee for 2005-2006 were Mary Tello-Pool LPN, Claudia Dietrich RN and Metta Schell LPN.

WORKPLACE IMPAIRMENT PROGRAM FISCAL YEAR STATISTICS

	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY09-10</i>
Enrollment	15				
Successful Completion	5				
Terminated for Noncompliance	8				

8. Establish a nursing student loan program funded by license fees to encourage individuals to enter and advance in the nursing profession.

The Nursing Education Committee met four times during the 2005-2006 fiscal year. The committee members were: Helen Melland, RN, Chair; Mary Tello Pool, LPN; and Donna Hegle, RN.

NURSING EDUCATION LOAN DISBURSEMENTS PER FISCAL YEAR

The following table identifies the nursing education loan disbursements by program type and monetary awards for the last five years.

<i>Nursing Education Loans awarded for:</i>	<i>01-02</i>		<i>02-03</i>		<i>03-04</i>		<i>04-05</i>		<i>05-06</i>	
LPN Associate Degree Prog	4	\$3,500	6	\$5,525	1	\$1,300	6	\$4500	11	\$4950
RN Baccalaureate Degree Prog	17	\$20,300	12	\$17,425	16	\$20,900	41	\$36,800	33	\$33,500
Master's Degree Program	9	\$15,750	15	\$31,875	9	\$15,875	15	\$16,500	8	\$8800
Doctoral Program	5	\$17,500	1	\$4,250	4	\$10,500	4	\$6000	6	\$15,000
Refresher Course	1	\$300.00	1	\$300	0	0	1	\$300	0	0
Total	35	\$57,350	35	\$59,410	30	\$48,575	67	\$64,100	58	\$62,520

NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

Prior nursing education loans were cancelled in the last five years in the following manner:

<i>Cancellations:</i>	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
By Employment in N.D.	16	14	37	21	40
Partial Repayment/Partial Employment in ND	3	0	1	1	2
By Monetary Repayment	9	2	0	2	0
Cancelled due to Death/Disability	0	0	0	0	0
Total	28	16	38	24	42

9. Establish a registry of individuals licensed or registered by the board.

TOTAL NUMBER OF LICENSED NURSES PER FISCAL YEAR

Nursing licenses expire on December 31. Nursing licenses are issued for one year or two years according to criteria established by the Board of Nursing. Total numbers of nurses licensed each fiscal year are as follows:

<i>Year</i>	<i>Calendar Yr 2001</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>
Registered Nurse	8392	8505	8711	8618	8804
Licensed Practical Nurse	3179	3244	3356	3434	3485
Total Nurses Licensed	11,571	11,749	12,067	12,052	12,289

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSON STATISTICS PER FISCAL YEAR

Initial registry listing will be subject to renewal on or before June thirtieth of the second year and every two years thereafter. Effective April 1, 2004 registration will be subject to renewal on or before June thirtieth of the second year. The active unlicensed assistive person registry statistics per fiscal year are as follows:

	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
Total	2341	3183	3449	3530	3170

Medication Assistant Programs

The Board conducted three paper survey reviews and took the action on the following programs during 2005-2006:

- Granted continued full approval for the Medication Assistant II Program offered by Missouri Slope Lutheran Care Center, Bismarck, North Dakota from November 2005 through November 2009.
- Granted continued full approval for the Medication Assistant II Program offered by Hi-Acres Manor, Jamestown, North Dakota from January 2006 through January 2010.
- Granted approval for the Medication Assistant II Program offered by the Baptist Home, Bismarck, North Dakota from May 2006 through May 2010.

10. Report annually to the governor and nursing profession regarding the regulation of nursing in this state.

The board prepares an annual report for the governor and to NDNA.

11. Conduct and support projects pertaining to nursing education and practice.

NORTH DAKOTA NURSING NEEDS STUDY

The North Dakota Legislature passed a bill (Chapter 43-12.1-08.2) in the 2001 legislative session mandating the North Dakota Board of Nursing to address issues of supply and demand for nurses including issues of recruitment, retention and utilization of nurses through a Nursing Needs Study. The ND Board of Nursing contracted with the Center for Rural Health at the University of North Dakota to conduct this study. The North Dakota Nursing Needs study initiated in May 2002, was designed 1) to provide a more accurate picture of the RN and LPN workforce in both rural and urban areas of North Dakota, 2) to compare these data with existing national data and 3) to inform policy.

The Board has continued to fund the project through licensure fees for FY 2005-2006. The Board and the Center are reporting periodically to the nursing community and policymakers in ND. The reports of the surveys are available on the website of the University of North Dakota Center for Rural Health.

The project began with 1) an examination of existing data sets, surveys and reports regarding national and North Dakota nursing workforce to provide a snapshot of national and state activities and trends in nursing workforce, 2) existing data was then assessed for gaps or potential inconsistencies in order to determine what additional information was needed and 3) formulate questions regarding nursing workforce to direct data collection efforts.

Year 1 of the study included five projects in order to establish a baseline. Supply and demand projections were also calculated in Year 1 and will be recalculated in Year 6 and Year 10. Year 2 included four projects in order to further establish baseline data. Years 3 and 4 include three projects in order to begin tracking changes and establish baseline technology and high school student data. Years 5 – 10 will include two projects each year in order to continue tracking changes from established baseline data.

The following studies have been conducted in 2005-2006 at a cost of \$63,000:

- Facility Survey
- Four Year Comparison of ND Nurses- Results and Implications Survey
- Licensed Nurse Survey
- ND Nursing Needs: High School Student Survey

Nursing Needs Study Conclusions- 2005-2006

- be
1. There will be a loss of a substantial number of nurses and nursing faculty due to retirement within the next few years. This loss will not be alleviated solely by recent increases in nursing education programs. Steps need to be taken to help enable nurses and faculty to work past their current anticipated retirement.
 2. Although nursing education programs are starting to use technology to reach more students, connectivity remains a large problem along with funding for faculty education. In addition, a critical component is the balance between technology-driven instruction and quality clinical experiences.
 3. There is a persistent and worsening RN vacancy rates suggesting an increasingly larger shortage. This is paired with the great amount of fluctuation in our facilities as suggested by the turnover rates. Retention efforts for nurses already working should be emphasized.
 4. There is still a large gap in nurse salary and this gap is widening for nurses living in urban areas. Although, facilities exist in a time of budget constraints, nursing salary should be closely examined by each facility and potentially adjusted to better match state averages along with including increases for education and experience.

5. The workplace environment continues to be problematic. Our health care facilities, in particular our hospitals located in urban and larger rural areas still lag greatly behind national averages for including nurse representation at their organization. Long-term care facilities across the state on the other hand have increased representation over the last three years.
6. Although high school students are indicating an interest in health professions careers and in nursing in particular, they are indicating an interest in multiple career paths. Health education programs designed to provide high school students with didactic instruction and practical experiences in health profession careers could help to solidify student plans.
7. A substantial number of high school students are unsure as to where they will work upon graduating from college. This uncertainty continues while students are attending nursing education programs. Efforts should be made to encourage students to work in North Dakota including tuition assistance and loan repayment programs.
8. Increasing clinical education opportunities in health care facilities would assist in increasing student exposure to North Dakota employment opportunities. Health care facilities and nursing education programs should work together to maximize the student placements.

Taken together, findings suggest that no one action will be sufficient to ensure an adequate nursing workforce. Rather, concrete steps are needed from a variety of stakeholders including academic programs, health care institutions, policymakers, nurses and others, in order to ensure an adequate nursing workforce in the future. Clearly, these findings merit serious consideration by employers, policymakers and educators as stakeholders collectively work to address challenges around recruitment into nursing, recruitment into specific practice settings, and retention of nurses in the work environment.

ADMINISTRATION OF THE NATIONAL NURSE AIDE ASSESSMENT PROGRAM

Promissor is the contractor for North Dakota National Nurse Aide Assessment Program (NNAAP). The NNAAP Examination is a nationally administered certification program that is jointly owned by Promissor and the National Council of State Board of Nursing and is an assessment instrument to determine eligibility for certification as a certified nurse aide. Fax scoring implemented May 1, 2004 has allowed for more rapid placement of newly certified nurse aides on the nurse aide registry. Pearson, the international media and education company, acquired Promissor, Inc. January 2006.

(NNAAP) TESTING SUMMARY PER FISCAL YEAR

<i>Year</i>	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
Written/Oral	1033	1010	973	1119	987
Manual	1029	1036	992	1191	1046

12. Notify the board of pharmacy on an annual basis, or more frequent basis if necessary, of advanced practice registered nurses authorized to write prescriptions.

The Board of Pharmacy is notified on a quarterly basis of the names of all advanced practice registered nurses with prescriptive authority. Also, the Board of Pharmacy is sent the names of all newly licensed advanced practice registered nurses with prescriptive authority on an individual basis.

13. Adopt rules to allow nurses licensed by another state to receive short term clinical education in North Dakota health care facilities.

The board did not receive any requests for short-term clinical education licensure waiver in 2005-2006.

43-12.1-09 Initial licensure and registration. The board shall license and register nursing applicants. The board shall adopt rules establishing qualifications for initial licensure and registration.

The Board of Nursing contracts with the National Council of State Boards of Nursing, Inc. to use the NCLEX-RN®

examination and NCLEX-PN® examination. Computerized adaptive testing is the method used to administer the NCLEX-RN® examination and NCLEX-PN® examination. The Board provides the nursing program faculty information regarding the application and registration process for NCLEX® examinations to North Dakota nursing students throughout 2005-2006.

A biennial license cycle is followed for registered nurses and licensed practical nurses. Newly licensed nurses receive a license for the remainder of the calendar year and then renew according to the biennial cycle. The Board of Nursing maintains a permanent electronic file of licenses or registrations issued to registered nurses, licensed practical nurses and the unlicensed assistive person. The file is open to the public.

NEW LICENSES ISSUED BY FISCAL YEAR

<i>Registered Nurse</i>	<i>Calendar Yr 2001</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>
Examination	222	257	261	318	426
Endorsement	257	174	239	210	232
<i>Licensed Practical Nurse</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	
Examination	130	196	177	203	346
Endorsement	61	51	88	63	79
Total	670	678	765	794	1083

TOTAL NUMBER OF LICENSED NURSES PER FISCAL YEAR

Nursing licenses expire on December 31. Nursing licenses are issued for one year or two years according to criteria established by the Board of Nursing. Total number of nurses with an active license each fiscal year is as follows:

<i>Year</i>	<i>Calendar Yr 2001</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>
Registered Nurse	8392	8505	8711	8618	8804
Licensed Practical Nurse	3179	3244	3356	3434	3485
Total Nurses Licensed	11,571	11,749	12,067	12,052	12,289

TOTAL ADVANCED PRACTICE LICENSURE BY FISCAL YEAR

<i>Year</i>	<i>Calendar Yr 2001</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>
Certified Registered Nurse Anesthetist (CRNA)	217	247	253	264	292
Certified Nurse Midwife (CNM)	7	6	7	8	7
Clinical Nurse Specialist (CNS)	29	31	28	34	38
Nurse Practitioner (NP)	232	259	271	296	308
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	0	0	0	1	1
Nurse Clinician (NC)	4	3	2	2	2
CRNA, NP	0	0	0	0	1
Total	489	546	561	605	649

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSONS PER FISCAL YEAR

Initial registry listing will be subject to renewal on or before June thirtieth of the second year and every two years thereafter. The active unlicensed assistive person registry statistics per fiscal year are as follows:

Year	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Total	2341	2433	2565	2774	2371

TOTAL NUMBER OF MEDICATION ASSISTANTS PER FISCAL YEAR

The Medication Assistant registration is issued to correspond with the applicant registration as an unlicensed assistive person .

Year	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Board of Nursing Registry Medication Assistant	298	307	339	505	609
Health Department Medication Assistant	418	443	545	756	799
Combined Total	716	750	884	1261	1408

43-12.1-14 Grounds for Discipline – Penalties.

The Disciplinary Review Panel comprised of the executive director, RN directors, and special assistant attorney general, review and investigate all requests for investigation. Disciplinary action is taken by the board and may include acceptance of a stipulated settlement, conducting a board hearing, or dismissal of the request for lack of evidence.

INVESTIGATIVE AND DISCIPLINARY STATISTICS (RN/LPN/UAP) BY FISCAL YEAR

DISCIPLINARY ACTION	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Reprimand	31				
Probation	7				
Suspension	10				
Voluntary Surrender	15				
Revocation	1				
Denial of License/Reg	10				
NLC Privilege Suspended	0				
PRACTICE BREAKDOWN CATEGORIES	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Medication Administration	4				
Documentation	3				
Attentiveness/Surveillance					
Diagnostic Discernment/ Clinical Reasoning					
Interpretation of authorized provider's orders					
Intervention					
Prevention					
Professional responsibility/ patient advocacy					
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Changed/falsified charting					

Criminal conviction					
Deliberately cover up error					
Fraud					
Patient abuse					
Theft (include drug diversion)					
Other					
OTHER VIOLATIONS	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Action in Another Jurisdiction	1				
Failure to Adhere to CE Requirements	2				
Practicing Without a License/Registration	10				
Violation of Board Order	6				
Violation of WIP	4				
Other					
INVESTIGATIVE/NON-DISCIPLINE DISPOSITION	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Positive Response	382				
PVR's Received	112				
Dismissal	31				
Letter of Concern	41				

43-12.1-17 Nursing education programs.

The board shall adopt rules establishing standards for in-state nursing education programs leading to initial or advanced licensure. A nursing education program may not be provided in this state unless the board has approved the program. The board shall approve, review, and re-approve nursing education programs in this state. The board may not require a statement of intent as part of the approval process under this section.

- 2005-2006 On-site Surveys of the following existing programs for continued full or from initial to full approval:
 - Minot State University
 - Sitting Bull College ASPN
 -
- 2005-2006 Paper Surveys of the following existing programs for continued full approval:
 - Dickinson State University BSN (RN)
 - Dickinson State University AASPN
 - University of Mary BSN (RN)
 - University of Mary MSN (FNP)
 - University of North Dakota BSN (RN)
 - University of North Dakota MSN (FNP & CRNA)
- 2005-2006 Surveys of the following new programs for continued initial approval:
 - North Dakota State University BSN (RN)
 - North Dakota State College of Science ASN (RN)
 - Dakota Nurse Program Certificate (PN)

PRACTICAL NURSING PROGRAM ENROLLMENT HISTORY

Year	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Dickinson State University (AASPN)	66	68	63	69	61
ND State College of Science (AASPN)	124	119	124	126	130
Sitting Bull College (ASPN)	NA	NA	7	11	5
United Tribes Tech College (AASPN)	39	46	28	24	18
Williston State College (AASPN)	50	65	169	60	--
Dakota Nursing Program PN (Certificate)	NA	NA	NA	82	95

Totals	1210	298	391	372	309
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REGISTERED NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
Dickinson State University (BSN)	35	34	35	47	47
Jamestown College (BSN)	44	97	50	97	108
Medcenter One College (BSN)	97	84	135	134	140
Minot State University (BSN)	115	89	122	123	138
Tri-College University (BSN)	204	197	321	226	closed
Concordia College (BAN)	NA	NA	NA	NA	112
North Dakota State University (BSN)	NA	NA	NA	NA	193
University of Mary (BS)	118	96	124	156	153
University of North Dakota (BSN)	282	284	294	315	318
Dakota Nurse Program (AAS)	NA	NA	NA	NA	52
ND State College of Science (AS)	NA	NA	NA	NA	20
Totals	895	881	1081	1098	1281

MASTER'S NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2001-2002</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
University of Mary	17	26	57	44	60
University of North Dakota	71	75	75	96	88
Tri-College University	34	52	56	43	50
Total	122	153	188	183	198
GRAND TOTAL (Enrollment All Programs)	2230	1332	1660	1653	1788

43-12.1-18. Nursing practice standards. The board shall adopt rules establishing standards for nursing practice. The board shall consult with the medical profession in the establishment of prescriptive practice standards for advanced practice registered nurses. Prescriptive practices must be consistent with the scope of practice of the advanced practice registered nurse and include evidence of a collaborative agreement with a licensed physician.

The Prescriptive Authority Committee met once during the 2005-2006 fiscal year. Members of the 2005-2006 Prescriptive Authority Committee were:

Claudia Dietrich RN, Chair , Mandan- Board of Nursing
 Patricia Dardis, MS,RN, Family Nurse Practitioner, CNS, Jamestown - Board of Nursing
 Paul Knudson, MD, Bismarck - Board of Medical Examiners
 Thomas D. Davis, PharmD., R.Ph, Bismarck - Board of Pharmacy
 Constance B. Kalanek, Ph.D., RN, Executive Director

APRN WITH PRESCRIPTIVE PRIVILEGES BY FISCAL YEAR

<i>Year</i>	<i>Calendar Yr 2001</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>
Certified Registered Nurse Anesthetist	0	0	0	0	0
Certified Nurse Midwife	7	6	7	8	7
Clinical Nurse Specialist	13	15	15	20	22
Nurse Clinician	0	0	0	0	0
Nurse Practitioner	201	225	236	270	274
Clinical Nurse Specialist/Nurse Practitioner	0	0	0	1	1
Certified Registered Nurse Anesthetist/ Nurse Practitioner	0	0	0	0	1
Total	221	246	257	299	305

NDCC 43-12.1-20 Continuing education requirements. The board shall adopt rules requiring every nurse licensed under this chapter to fulfill continuing education requirements. Before the board may renew or reactivate a license, the licensee shall submit evidence to the board establishing that the required continuing education requirements have been met. The following courses were approved by the board in 2005-2006.

<i>Course Number</i>	<i>Course Name</i>	<i>Sponsor</i>	<i>Date</i>
501	Discuss Screening For Tardive Dyskinesia	Prairie St John's – Fargo	5/04- 5/06
502	Management of Aggressive Behavior	Prairie St John's – Fargo	5/04 – 5/06
503	Psychopharmacology	Prairie St John's – Fargo	5/04 – 5/06
504	Current Trends in Mental Health: Schizophrenia	St Joseph's Hospital – Dickinson	5/04

505	Bridges out of Poverty: Strategies for Professionals and Communities	Community Action Partnership – Williston	5/04
506	Navigating Culture Across the Spiritual/Psycho/Physical Landscape	Institute on Intercultural Health	6/04
507	Creating Moments of Joy/It's Saturday Night	Country House Residences – Dickinson	6/04
508	Nursing Management in IV Therapy	Teresa Rittenbach – Jamestown	7/04 – 9/06
509	Universal Enhancement & In Place-Just in Time	Anne Carlsen Ctr for Children – Jamestown	7/04
510	Emerging Issues in College Health	NDSU Student Health Services	7/04
511	Easing Pain – A Nursing Approach	Altru Health Services – Grand Forks	8/04 – 8/06
512	Conference National Association Surveillance	ND Dept of Health – Bismarck	8/04
513	Parkinson's Disease Update 2004	Struthers Parkinson's Center – Golden Valley MN	8/04
514	Handling the Rib Cage	Anne Carlson Center for Children – Jamestown	9/04
515	Fundamentals of HIV Prevention Counseling	ND Dept of Health	9/04
516	Creating a Vision for Nurse Regulators	ND Board of Nursing	9/04
517	Bridges out of Poverty – Strategies for Professionals & Communities	Richland Co Health Dept	9/04
518	Sexual Victimization of People with Developmental Disabilities	ND Center for Persons with Disabilities -Minot State University	11/04
519	Approaches To End of Life Care	UND Family Practice, Grand Forks ND	Offered 10/21/04 Approved 9/04
520	Provision of High Quality Nursing Care	ND Board of Nursing Approved 9/15/04 Bd Action	Reoccurring approval 9/04 – 9/06
521	Pain Management	ND State College of Science Wahpeton, ND	Reoccurring approval 9/04 – 9/06
522	Pain Management In-Service for Nurses: What's New in 2004	Mercy Hospital Valley City, ND	Offered 11/29/04 Approved 9/04
523	Basic Critical Incident Stress Management Training	Williston Community Crisis Response Task Force – Williston, ND	Offered 10/28-29/04 Approved 10/04
524	RSV Prevention	MedImmune Inc. Offered in Fargo ND	Offered 10/14/04 Approved 10/04
525	Kids in the Fats Lane	ND School Nurse Organization	Offered 10/21/04 Approved 10/04
526	Tobacco Cessation: Meeting the Ongoing Challenges	Altru Health Systems Grand Forks ND	Offered 11/16-17/04 Approved 10/04
527	Assuring Individual Rights: The Price of Liberty	Minot State University	Offered 12/7/2004 Approved 11/04
528	Resident Assessment Basic Training	ND Dept of Health	Reoccurring approval 12/04 – 12/06
529	Communication: Who's Listening?	Minot State University – Minot, ND	Offered 2/9/05 Approved 12/04
530	Self Concept & People with Development Disabilities	Minot State University – Minot, ND	Offered 2/8-10/05 Approved 12/27/04
531	Depression & Suicide – A Look at the Symptoms & Dangers & Misconceptions and Patient Needs	Mercy Hospital Valley City, ND	Reoccurring approval 12/04 – 12/06
532	Independent Study Refresher Course for RN	MN State Community & Tech College	Approval through 9/08 Approved 12/27/04
533	Suicide Prevention in Jails	South Central Human Service Center	Offered 1/14/05 Approved 1/05
534	Attitudes are Contagious	ND Veterans Home – Lisbon, ND	Offered 1/13/05 Approved 1/05
535	An Update on the Prevention of RSV	Meritcare Hospital – Fargo, ND	Reoccurring approval 1/05 – 1/07
536	Neonatal Resuscitation Program Provider Course	Mercy Hospital Valley City, ND	Reoccurring approval 1/05 – 1/07

537	Neonatal Resuscitation Program Refresher Course	Mercy Hospital Valley City, ND	Reoccurring approval 1/05 – 1/07
538	Healthful Humor for Health & Human Services Workers	Presentation College Aberdeen SD	Offered 3/17/05 Approved 1/05
539	Pediatric Advanced Life Support – Recertification	Mercy Medical Center Williston ND	Reoccurring approval 2/05 – 2/07
540	Pediatric Advanced Life Support - Certification	Mercy Medical Center Williston ND	Reoccurring approval 2/05 – 2/07
541	Building Healthy Marriages through Abstinence Education	Make A Sound Choice Fargo, ND	4/8/05 Approved 3/3/05
542	How to Avoid Marrying a Jerk(ette) Certification for P.I.C.K.	Make A Sound Choice Fargo, ND	4/9/05 Approved 3/3/05
543	Wellness: A Way of Living	American Association of University Women Jamestown College, Jamestown ND	4/30/05 Approved 3/3/05
544	Team Building	ND School Nurses Association	Offered 3/31/05 Approved 3/05
545	Kids in the Fats Lane	Healthy Lifestyle Coalition of Jamestown	Offered 4/14/05 Approved 3/05
546	ND Association of Community Facilities Conference: Continuing Education Offerings	ND Center for Persons with Disabilities MSU – Minot	Offered 4/27-29/05 Approved 3/05
547	Immunizations: Today and Tomorrow	Fargo Cass Public Health Fargo ND	Offered 4/29/05 Approved 3/05
548	5 th Annual Partners in Prevention Conference	Community Action Williston, ND	Offered 4/27/05 Approved 4/05
549	Designing Programs for Individuals Across the Autism Spectrum	Anne Carlsen Center for Children Jamestown ND	Offered 8/25-26/05 Approved 4/05
550	Putting the Pieces Together: Using a 5 Step Framework with Success	Anne Carlsen Center for Children Jamestown ND	Offered 6/2-3/05 Approved 4/05
551	Fundamentals of HIV Prevention Counseling	ND Dept of Health Bismarck ND	Offered 5/4-5/05 Approved 4/05
552	Dining with Diabetes Workshop: Adaption for North Dakota	NDSU Extension Services Fargo, ND	Offered 5/4 -5/05 Approved 4/05
553	Managing Change	ND Board of Nursing	Offered 9/14/05 Approved 5/05

APPENDIX I

NURSING EDUCATION PROGRAMS APPROVED BY BOARD OF NURSING - JUNE 30, 2006 North Dakota Board of Nursing is the recognized approver of the nursing programs in ND by the United States Department of Education

<i>Program Name and Director</i>	<i>Address</i>	<i>Type of Program</i>	<i>Term of Board Approval</i>	<i>Nat'l Nursing Organization for Accreditation</i>	<i>NCLEX® FY 04-05 Candidates Pass Rate</i>	<i>NCLEX® FY 05-06 Candidates Pass Rate</i>
University of Mary Sr. Mariah Dietz	7500 University Drive, Bismarck, ND 58504	Masters Degree	Full Approval through November 2010	CCNE	NA	NA
University of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Masters Degree	Full Approval through January 2011	CCNE	NA	NA
Tri-College University Dr. Jane Geidt	1104 S. 7 TH AVE, Moorhead, MN 56563	Masters Degree	Full Approval through 11-09	CCNE	NA	NA
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601- 4896	Baccalaureate Degree	Full Approval through May 2011	NLNAC	89%	88%
Jamestown College Dr. Jacqueline Mangnall	Box 6010, Jamestown, ND 58401-6010	Baccalaureate Degree	Full Approval through 11-09	NLNAC	91%	79%
Medcenter One College Of Nursing Dr. Karen Latham	512 North 7 th St., Bismarck, ND 58501- 4494	Baccalaureate Degree	Full Approval through 3-07	CCNE	89%	95%
Minot State University Dr. Elizabeth Pross	500 University Ave W, Minot, ND 58701	Baccalaureate Degree	Full Approval through May 2011	NLNAC	74%	90%
University Of Mary Sr. Mariah Dietz	7500 University Drive, Bismarck, ND 58504	Baccalaureate Degree	Full Approval through November 2010	CCNE	85%	85%
University Of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Baccalaureate Degree	Full Approval Through January 2011	CCNE	85%	80%
North Dakota State University Dr. Mary M. Mooney	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105-5055	Baccalaureate Degree	Continued Initial Approval through 5-07	CCNE	First class graduated May 2006	92%
Concordia College Dr. Polly Kloster	901 South 8th Street Moorhead, MN 56562	Baccalaureate Degree	Full Approval through November 2009	CCNE	First Class graduated May 2006	81% (reported by MN-BON)
Dakota Nurse Program RN Linda Tharp	Williston State College PO Box 1326 Williston, ND 58801- 1326	Associate Degree - RN	Initial Approval through 7-06	None	First class graduated May 2006	93%
North Dakota State College of Science	800 6 th St. North, Wahpeton, ND 58075- 3602	Associate Degree - RN	Initial Approval through 3-07	None	First class graduated May 2006	89%

Barbara Diederick						
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Associate Degree – PN	Full Approval through May 2011	NLNAC	100%	97%
North Dakota State College of Science Barbara Diederick	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree – PN	Full Approval through 12-08	NLNAC	93%	93%
United Tribes Technical College Evelyn Orth	3315 University Dr., Bismarck, ND 58504-7596	Associate Degree – PN	Full Approval through 11-06	NLNAC	78%	63%
Sitting Bull Community College D'Arlyn Bauer	1341 92 ND Street, Fort Yates, ND 58538	Associate Degree – PN	Full Approval through 11-2010	None	First class graduated May 2005	100%
Dakota Nurse Program PN Linda Tharp	PO Box 1326 Williston, ND 58801-1326	Certificate PN	Initial Approval through 7-06	None	First Class Graduated July 2005	85%

APPENDIX II
FINANCIAL REPORTS

NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2006

		<u>GENERAL FUND</u>		
		<u>Original and Final Budget</u>	<u>Actual</u>	<u>Variance</u>
REVENUES				
Endorsements				
Professional	\$	22,500	\$ 21,350	(1,150)
Practical		6,500	7,350	850
Re-registration				
Professional		280,000	204,020	(75,980)
Practical		96,000	96,450	450
Exams				
Professional		37,000	40,900	3,900
Practical		22,500	32,500	10,000
Verification				
Professional		-	220	220
Affidavits				
Professional		3,750	4,275	525
Fees				
Professional		1,000	1,185	185
Advance licensure		16,600	19,067	2,467
Prescriptive Authority		8,750	8,025	(725)
Nurse assist registry		23,125	31,340	8,215
Medical Assistant Application		24,000	35,065	11,065
Labels and mailing list		3,500	4,368	868
Disciplinary fees		28,000	38,003	10,003
Penalty fees		2,500	2,770	270
Nurse Advocacy Program		5,400	7,685	2,285
Encumbrance fees		1,800	2,225	425
Reinstatement Fee		90	30	(60)
School surveys		5,000	6,750	1,750
Publications		275	191	(84)
Refresher Course		275	1,100	825
Continuing Education Presentations		4,000	3,475	(525)
Regulatory Day		2,500	7,460	4,960
NNAAP testing		23,100	26,132	3,032
Interest		5,000	8,737	3,737
Transfer from Nursing Needs Fund		-	10,000	10,000
Other		9,600	10,000	400
Total revenues		<u>632,765</u>	<u>630,673</u>	<u>(2,092)</u>

APPENDIX II CONTINUED
FINANCIAL REPORTS

DETAILED STATEMENT OF REVENUES AND EXPENSES - BUDGET AND ACTUAL - page 2

	<u>GENERAL FUND</u>		
	<u>Original and Final Budget</u>	<u>Actual</u>	<u>Variance</u>
EXPENSES			
Salaries	318,717	323,836	(5,119)
Benefits	53,386	53,787	(401)
EAP Program Premium	115	119	(4)
Health Insurance	46,550	46,531	19
Life Insurance	130	113	17
Workers Compensation	950	362	588
Staff expenses	1,000	769	231
Total employee compensation and benefits	<u>420,848</u>	<u>425,517</u>	<u>(4,669)</u>
Board staff expenses	14,000	8,889	5,111
Board meeting expenses	36,000	38,884	(2,884)
Total board expenses	<u>50,000</u>	<u>47,773</u>	<u>2,227</u>
Rent	29,520	29,520	-
Phone expense	4,500	4,239	261
Office supplies expense	6,000	5,020	980
Microfilm	1,000	1,379	(379)
Postage expense	15,000	15,565	(565)
Printing expense	2,500	2,544	(44)
Publications and subscriptions	750	753	(3)
Service contract	1,200	1,008	192
Repairs and parts	500	125	375
Office insurance	1,200	1,142	58
Disciplinary process	1,500	240	1,260
NCSBN	6,000	6,000	-
Rule changes	2,000	1,631	369
Bank charges	50	39	11
Audit fees	4,500	4,500	-
Legal fees	36,000	35,551	449
Legislative Consultant	1,500	4,595	(3,095)
Technology maintenance	1,500	319	1,181
On-line renewal/verification	850	907	(57)
Credit Card Fees	8,800	11,277	(2,477)
Equipment expense	2,500	3,835	(1,335)
Software upgrades	1,750	1,055	695
Internet service	7,250	7,662	(412)
Advertising expense	250	-	250
Office maintenance	2,100	2,100	-
Regulatory Day	2,500	7,239	(4,739)
Miscellaneous	500	589	(89)
Depreciation expense	-	5,866	(5,866)
Total other operating expenses	<u>141,720</u>	<u>154,700</u>	<u>(12,980)</u>

APPENDIX II CONTINUED
FINANCIAL REPORTS

DETAILED STATEMENT OF REVENUES AND EXPENDITURES - BUDGET AND ACTUAL - page 3

	<u>GENERAL FUND</u>		
	Original and Final		
	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
Total expenses	612,568	627,990	(15,422)
REVENUES UNDER EXPENSES	<u>\$ 20,197</u>	<u>\$ 2,683</u>	<u>\$(17,514)</u>

APPENDIX III

FISCAL YEAR STATEWIDE STATISTICS						
	Calendar Yr 2003		Calendar Yr 2004		Fiscal Yr 2005-2006	
CATEGORIES	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3356	8711	3434	8618	3485	8804
Exam	177	261	203	318	346	426
Endorsement	88	239	63	210	79	232
Advanced Practice RN	0	561	0	576	0	649
Prescriptive Authority	0	257	0		0	305
GENDER STATISTICS						
Male	92	553	93	529	99	540
Female	3264	8158	3341	8089	3386	8264
ETHNIC						
Asian	0	4	0	3	0	3
Asian Indian	1	1	45	61	45	48
Black/African American	6	9	13	12	15	18
Hispanic	13	20	17	24	14	28
Native American/ American Eskimo	101	122	51	49	66	72
Other Asian	3	74	7	110	8	66
Pacific Islander	2	4	4	5	4	7
White not of Hispanic Origin	3222	8449	3286	8324	3320	8521
Other	8	28	11	30	13	41
EMPLOYMENT						
Employed Full Time	1591	4617	1904	5345	2053	5695
Employed Part Time	1570	3733	1346	2959	1139	2655
Not Employed	195	361	184	314	293	454
EMPLOYMENT SETTING						
Ambulatory Care Clinic	229	480	207	467	193	491
Church	1	44	2	46	2	46
Government	43	221	39	202	36	195
Home Health	74	320	67	282	72	258
Hospital	922	4458	933	4419	914	4501
Military	12	65	11	65	8	64
Nursing Home/Extended Care	1013	907	1036	880	990	858
Nursing Education Program	6	196	10	201	7	224
Occupational Health	10	43	9	43	7	44
Other	399	1005	405	984	508	1082
Physicians Office	546	446	599	522	637	545
Public/Community Health	40	331	45	328	45	320
School Health Services	23	63	29	61	32	58
Self Employed	26	71	9	47	10	50
Social Services	6	41	26	51	18	38
Temporary Agency	6	20	7	16	6	19
Volunteer	0	0	0	4	0	11

APPENDIX III CONTINUED

PRACTICE AREA	Calendar Yr 2003		Calendar Yr 2004		Fiscal 2005-2006	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	252	0	264	0	253
Chemical Dependency	12	32	12	27	14	27
Critical Care	26	655	24	623	19	595
Emergency Care	31	340	21	330	19	332
Family Practice	360	375	359	377	365	356
Geriatrics	1098	991	1105	943	1042	885
Home Health	64	323	62	302	65	280
Maternal/Child Health	99	443	105	422	109	418
Med/Surg	533	1340	521	1333	515	1475
Mental Health	90	360	100	371	99	361
Neonatology	16	160	21	171	14	169
Nursing Administration	14	248	18	257	17	264
Oncology	22	207	25	219	24	214
Other	765	1734	797	1741	915	1906
Parish	1	56	1	53	2	61
Pediatrics	75	217	86	203	97	220
Perioperative	22	369	23	392	19	382
Public/Community Health	29	315	39	303	40	305
Quality Assurance	12	83	9	76	10	84
Rehab	60	116	64	112	60	114
School	27	95	42	99	39	103
NURSING POSITION						
Advanced Practice RN	0	561	0	605	0	649
Nurse Administrator	8	292	8	267	9	262
Nurse Consultant	7	101	7	107	6	109
Nurse Educator	19	257	17	262	13	260
Nursing Faculty	2	61	6	56	9	75
Nursing Manager	58	660	61	670	59	618
Office Nurse	592	444	596	434	597	408
Other	366	978	383	910	484	1018
Specialty Practice Nurse	0	1	3	16	3	27
Staff Nurse	2287	5286	2332	5220	2288	5295
Travel Nurse	17	70	21	71	17	83
EDUCATION						
Vocational Certificate/Diploma	1517	1660	1491	1556	1467	1439
Associate Degree	1772	1181	1876	1185	1950	1330
Bachelors in Nursing	0	4614	0	4638	0	4803
Bachelors in Other	61	223	60	218	62	223
Masters in Nursing	0	580	0	585	0	588
Masters in Other	5	235	6	235	6	236
Doctorate in Nursing	0	30	0	30	0	30
Doctorate in Other	1	28	1	32	0	34
AP Post Basic Education	0	160	0	139	0	121

**APPENDIX IV
FISCAL YEAR COUNTY DISTRIBUTION OF LICENSED NURSES**

	Calendar Yr 2003		Calendar Yr 2004		Fiscal Yr 2005-2006	
County	RN	LPN	RN	LPN	RN	LPN
Adams	47	11	44	10	43	11
Barnes	90	53	97	55	91	48
Benson	23	22	21	23	21	23
Billings	6	1	1	0	2	1
Bottineau	72	40	63	40	68	42
Bowman	36	15	33	14	32	16
Burke	21	15	17	12	20	9
Burleigh	1259	256	1250	255	1326	252
Cass	1773	581	1756	601	1885	680
Cavalier	36	26	31	30	36	30
Dickey	49	27	44	31	44	32
Divide	22	11	20	12	20	14
Dunn	14	15	12	15	14	15
Eddy	13	19	17	19	20	18
Emmons	31	12	32	13	37	13
Foster	45	17	47	17	44	17
Golden Valley	10	3	9	5	9	4
Grand Forks	742	260	693	266	741	271
Grant	23	14	26	16	25	11
Griggs	15	14	16	14	17	14
Hettinger	23	12	18	16	19	14
Kidder	26	9	24	9	22	8
Lamoure	32	23	35	22	37	24
Logan	13	9	13	10	16	12
McHenry	51	25	52	25	57	26
McKenzie	34	28	29	26	41	25
McIntosh	30	22	33	22	28	23
McLean	105	54	107	52	108	45
Mercer	68	26	68	28	71	27
Morton	283	102	295	97	329	104
Mountrail	43	30	43	26	37	26
Nelson	37	23	38	25	35	21

APPENDIX IV CONTINUED

	Calendar Yr 2003		Calendar Yr 2004		Fiscal Yr 2005-2006	
County	RN	LPN	RN	LPN	RN	LPN
Oliver	10	3	12	3	11	3
Pembina	52	41	54	46	56	43
Pierce	47	37	40	39	37	38
Ramsey	105	81	99	81	98	92
Ransom	39	34	38	36	41	36
Renville	26	10	28	9	26	8
Richland	102	79	103	84	115	96
Rolette	95	55	95	55	99	53
Sargent	21	25	20	24	18	28
Sheridan	10	6	11	6	11	7
Sioux	16	9	14	7	14	6
Slope	3	4	2	4	2	4
Stark	215	117	218	111	231	105
Steele	25	9	17	9	17	7
Stutsman	256	96	251	99	251	100
Towner	27	19	21	20	18	22
Traill	92	46	90	49	92	55
Walsh	101	81	108	90	109	77
Ward	584	215	575	215	614	221
Wells	46	20	58	21	41	20
Williams	179	130	180	123	167	129
Out of State	1588	464	1600	497	1441	459
Total	8711	3356	8618	3434	8804	3485

**APPENDIX V
NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2006-2009**

RECOMMENDED ACTION	TACTICS	TARGET
Goal 1: Public Protection Is Ensured Through Evidence-Based Regulation		
1. Systematically review the healthcare environment impacting nursing practice and regulation.	1. Monitor trend data on healthcare in North Dakota, regionally and nationally. 2. Evaluate regulatory processes in relationship to the Board's mission, vision and value statements. 3. Evaluate and report the successes/challenges of Nurse Licensure Compact (NLC).	1. <ul style="list-style-type: none"> • Ongoing data collection and analysis. • Allocate funding for study according to the research needs. 2. <ul style="list-style-type: none"> • Review Nurse Practices Act and Rules annually at the July Board Meeting. 3. <ul style="list-style-type: none"> • Report the progress and evaluation of the NLC annually at the July Board Meeting.
2. <u>Licensure and Registration</u> : Ensure the licensure and registration of qualified individuals for the practice of nursing.	1. Improve the accuracy and efficiency of processing applications and issuing licenses/registration cards. 2. Continue electronic enhancements to licensure/registration processes. 3. Evaluate NPA and rules for consistency with licensure standards.	1. <ul style="list-style-type: none"> • FY2006 -2007 - Establish a tracking system for processing licensure/registration applications. • FY 2007-2008 – Identify quality indicators for a licensure/registration processing system. • FY 2008-2009 – Evaluate performance in relation to quality indicators. • Utilize data from the Commitment to Ongoing Regulatory Excellence Project to establish benchmarks for continued improvement of services based on NCSBN timeline. 2. <ul style="list-style-type: none"> • By FY 2009, 95% of licensing applications occur electronically. • Explore the feasibility of submitting official transcripts electronically on an ongoing basis. • Implement applications for licensure by examination online during FY 2006-2007. • Implement licensure by endorsement on line during FY 2006-2007. • Applicant can monitor status of the electronic application FY 2006-2007. • Explore the feasibility of on line UAP renewal during FY 2007-2008. 3. <ul style="list-style-type: none"> • Review current NPA laws, rules and standards in relation to qualifications for licensure and report FY 2008-2009. • Promulgation of rules as necessary for implementing standards and compliance requirements. • Propose legislation to gain regulatory authority to require criminal background checks FY 2006-2007.

	4. Assess the records retention systems' impact on licensing activities.	4. <ul style="list-style-type: none"> Evaluate the database fields in relationship to the components on the licensure applications FY 2006-2007. Implement changes to database as necessary. Implement changes to the records retention system as necessary.
3. <u>Continued Competence:</u> Evaluate the standards for continued competence.	1. Evaluate the scopes of practice and accountability of each level of licensure. 2. Audit compliance with continuing competence requirements. 3. Research effect of mandatory continuing education on nursing practice. 4. Research the effect of mandatory practice hours.	1. <ul style="list-style-type: none"> Track monthly practice calls and report at all board meetings. Activate Nurse Practice Committee to discuss statewide practice issues and requests for opinions. Review data available and report to Board and Nursing Education Committee FY 2006-2007. 2. <ul style="list-style-type: none"> 100% of licensees selected for CE audit are audited in compliance with the law and report findings annually. 3. <ul style="list-style-type: none"> Compare discipline rates before 2002 to rates for 2006 for effect of mandatory continuing education. 4. <ul style="list-style-type: none"> Design a research study to determine the effect of mandatory practice hours – FY 2008-2009.
4. <u>Nursing Education:</u> Evaluate standards and outcomes for nursing education programs.	1. Ensure the outcome of nursing programs is preparation of qualified candidates for licensure. 2. Collaborate with nursing education regarding curriculum development for advancing nursing practice models. 3. Study innovative approaches for nursing education programs. 4. Evaluate the impact of out of state programs in ND.	1. <ul style="list-style-type: none"> 100% of nursing education programs are monitored for compliance according to established law. 100% of non-compliant nursing education programs receive notice of areas of non-compliance with an offer of consultation from Board staff. 100% of nursing education programs that do not comply with established standards in the time frame specified by the Board has an appearance before the Board. 2. <ul style="list-style-type: none"> Data from national studies on nursing is presented to nursing education committee and nursing education program representatives for curricular decisions on an annual basis. 3. <ul style="list-style-type: none"> Nursing Education Committee collaborates with nursing education program representatives to study articulation plans in 2006-07. Apply for grant funding for the Nurse Faculty Internship Pilot project FY 2006-2007. Reapply if needed. Nurse Faculty Internship (NFI) Pilot project begins Fall 2006 Benchmarking of NFI to be completed annually 4. <ul style="list-style-type: none"> Nursing Education Committee gathers

	5. Provide information to stakeholders about nursing education programs.	<p>information and analyzes the trends of out-of-state programs in ND annually.</p> <ul style="list-style-type: none"> • Nursing Education Committee makes recommendations for changes to NPA and NDAC 54-03.2 as necessary. • Review licensure requirements for out of state nursing faculty supervising students in North Dakota FY 2006-2007. <p>5.</p> <ul style="list-style-type: none"> • Analyze annual reports of nursing education programs • Annual education report available by November each year. • Submission of enrollment data will be accomplished in an electronic format by 2008.
5. <u>Discipline/WIP</u> : Enforce scope and standards of practice of licensed nurses and roles of UAP.	<p>1. Ensure fairness and efficiency in regulatory disciplinary processes with a quality framework.</p> <p>2. Study web-based compliance monitoring.</p> <p>3. Conduct evaluation of investigative process.</p> <p>4. Evaluate disciplinary policies.</p> <p>5. Conduct evaluation of WIP.</p> <p>6. Conduct evaluation of probation monitoring.</p>	<p>1.</p> <ul style="list-style-type: none"> • Incorporate use of TERCAP as investigative tool by January 2007. <p>2.</p> <ul style="list-style-type: none"> • Prepare a composite of web-based requirements for compliance monitoring by August 2006. <p>3.</p> <ul style="list-style-type: none"> • 100% of disciplinary cases are resolved in accordance with Board policy. • A majority (greater than 50%) of disciplinary cases are resolved within three months of receipt of initial complaint. • Analyze the time frames associated with resolution of complaints on a quarterly basis and identify outliers. <p>4.</p> <ul style="list-style-type: none"> • 100% of disciplinary policies are reviewed and updated annually. <p>5.</p> <ul style="list-style-type: none"> • Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. • 100% of WIP participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames. <p>6.</p> <ul style="list-style-type: none"> • Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. • 100% of probation participants are monitored for compliance with Board order and non-compliance with Board order is addressed within established time frames.
Goal 2: Effective Coalitions Exist With Stakeholders		
1. Educate the professional nursing community and the public about the mission of the	1. Publish information collected from research projects.	<p>1.</p> <ul style="list-style-type: none"> • Disseminate results of the Nursing Needs Study and other research projects on the website on an ongoing basis. • Summarize research activities in the DNC

Board.	2. Communicate information pertinent to nursing regulation.	<p>annually.</p> <p>2.</p> <ul style="list-style-type: none"> Plan ongoing regulatory education sessions. Distribute DNC to policymakers, nurses, and healthcare organizations four times each year.
2. Continue coalition building with healthcare and professional organizations, and policy makers.	<p>1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers.</p> <p>2. Enhance communication with nursing stakeholders and public.</p>	<p>1.</p> <ul style="list-style-type: none"> Board Members contact policy makers on legislative issues as necessary. Board Members follow the Communication Policy by reporting contacts at Board meetings three times per year. Participate in North Dakota Nurse Leadership Council as an Associate member (non-voting). Report on NDNLN activities to the Board of Nursing and stakeholders three times per year. <p>2.</p> <ul style="list-style-type: none"> Post agendas and minutes on website. Offer web based media for participation as applicable. Continue to promote the use of the "Contact Us" on the website. Continue open board and committee meetings.

Goal 3:
Nursing Workforce issues Are Addressed In Collaboration With Stakeholders

1. Be proactive and innovative in addressing issues related to the availability of nursing resources.	<p>1. Continue participation in state, national and international initiatives to support a competent and mobile nursing workforce.</p> <p>2. Study the impact of innovative nursing education models on the nursing workforce.</p> <p>3. Support a state-wide repository for healthcare research and data collection.</p>	<p>1.</p> <ul style="list-style-type: none"> Utilize data from workforce initiatives on an ongoing basis. <p>2.</p> <ul style="list-style-type: none"> Track numbers of graduates from innovative education models who license in ND annually. Survey employers of graduates from innovative education models who license in ND 2008-2009. Survey graduates from innovative education models who license in ND 2008-2009. Explore possibility of collaborative pilot project with National Council State Boards of Nursing 2007-2008. <p>3.</p> <ul style="list-style-type: none"> Continue commitment to contracting with University of North Dakota Center for Rural Health for the Nursing Needs Study through FY 2008-2009. Identify sources of data, types of data, and review potential data elements that require collection on an ongoing basis.
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Goal 4: Board Member Leadership Is Effective		
1. Provide Board Members opportunities for leadership development	<p>1. Provide structured format for Board Member role development.</p> <p>2. Promote active participation of Board Members at the state and national level</p>	<p>1.</p> <ul style="list-style-type: none"> • Revise Board Member Orientation manual to include a formalized mentorship process during FY 2006-2007. • Focus on leadership role development during annual retreat. <p>2.</p> <ul style="list-style-type: none"> • Develop selection process for Board members to attend state conferences during FY 2006-2007 • Develop selection process for Board members to attend national conferences during FY 2006-2007. • Develop selection process for Board member participation on Board committees-FY 2007-2008. • Communicate to Board Members regarding opportunities to serve at the national level on an annual basis.